

QUALITY AND HEALTH AND SAFETY POLICY

Micromec is the Cannon Group company oriented toward developing innovative and high-precision mechanical process or product solutions.

Micromec corporate policy is developed by management per the principles and values expressed by the policy of the Group to which it belongs, from which it draws inspiration to determine its objectives and strategies.

Through this Policy, management shares with its staff relevant commitments made, such as:

- complying with all requirements applicable to the company's business and mandatory requirements regarding health and safety and environmental protection
- providing safe and healthy working conditions for the prevention of work-related injuries and illnesses by eliminating hazards and reducing risks, including through worker consultation and participation
- adopting and maintaining a management system in accordance with UNI EN ISO 9001:2015 and UNI ISO 45001:2018, integrated into all business processes, acting for its continuous improvement
- increasing customer and stakeholder satisfaction
- keeping its management system consistent with the evolution of the operating environment through periodic review, ensuring its continued adequacy and effectiveness concerning the organization's purposes

The key objectives can be summarized in the following, which provide a framework for declining implementation programs and results to strive for with the definition of further detailed objectives for quality, health, and safety:

- promoting an approach that enables the identification of risks and opportunities and their management within business processes to prevent adverse outcomes and increase positive ones
- continuously seeking solutions, processes, techniques, and human resources that enable it to be at the forefront of technology and necessary for the improvement of technological processes that are determinant for the satisfaction of customer requirements and its competitive position in the market
- ensuring the professional training of its employees as an opportunity for corporate and personal growth and the development of partnership relationships with suppliers, aimed at increasing process integration, involving the sharing of results and risks
- identifying new business opportunities that enable Micromec to sustain its investments and compare itself with the market to measure its performance
- ensuring compliance with legal and other applicable requirements through systematic verification activities

- maintaining suitable conditions for the protection of health and safety in the workplace, thus eliminating hazards and preventing risks to the health and safety of all workers, including third parties, by implementing determined measures and controls and implementing established improvement plans
- protecting the health and safety of personnel by providing suitable tools, equipment, and work environments
- informing, educating, and training all personnel on prevention and protection for their own and others' safety during work activities so that everyone can perform their duties responsibly and consciously
- promoting the involvement of all personnel according to their role in risk prevention and protection in meetings, internal safety audits, inspections, and training activities
- methodically implementing the recording, monitoring, and analysis of near misses, accidents, and occupational diseases to realize the improvement of prevention
- encouraging the consultation and participation of workers at all levels and their representatives for occupational health and safety aspects by establishing appropriate internal mechanisms
- pursuing the continuous improvement of the management system, applying process management and their monitoring to outline the growth of performance levels over time and prevent nonconformities and accidents by ensuring that products consistently meet expected requirements and minimizing hazards and risky situations

The Policy is communicated within the company so everyone can contribute to its implementation, is published in shared access areas, and is supported at all levels through internal communication so that it is understood, applied, and kept active.

It is made available to relevant stakeholders, to the extent deemed appropriate, through appropriate corporate communication channels. It is periodically reviewed to ensure its suitability for the changing business and operating environment.

San Macario, 31 Gennaio 2022

The Management